

ALTERNATE RANGE CRITERIA 47

Effective 07/01/79

Revised 10/5/99, 04/18/06, Pay Letter 06-36; 08/01/07 Pay Letters 07-54 and 07-55

The following criteria are established to determine the appropriate salary range for: (a) nonacademic classes used by the State Special Schools of the California Department of Education; (b) all classes in Bargaining Unit 21 and

all supervisory and managerial classes directly tied to Bargaining Unit 21; and(c) classes in Bargaining Unit 3 and all supervisory and managerial classes directly tied to Bargaining Unit 3 other than teaching and vocational instruction classes used in support of institutional facility academic programs.

Range A. This range shall apply to incumbents of positions who do not meet the criteria for payment of Ranges F, G, H, T, or 1.

Range F. This range shall apply to incumbents at Range A of a qualifying deep class and to incumbents of all other qualifying positions who elect to be employed and paid under the provisions of the 10 12 Pay Plan. The following formula shall be used to determine the gross amount of the monthly installment under the 10 12 Pay Plan:

Regular monthly salary times 10 divided by 12 equals 10 12 Pay Plan gross monthly installments.

Range G. This Range shall apply to incumbents at Range B of a qualifying deep class who elect to be employed and paid under the provisions of the 10 12 Pay Plan. The following formula shall be used to determine the gross amount of the monthly installment under the 10 12 Pay Plan:

Regular monthly salary times 10 divided by 12 equals 10 12 Pay Plan gross monthly installments.

Range H. This Range shall apply to incumbents at Range C of a qualifying deep class who elect to be employed and paid under the provisions of the 10 12 Pay Plan. The following formula shall be used to determine the gross amount of the monthly installment under the 10 12 Pay Plan:

Regular monthly salary times 10 divided by 12 equals 10 12 Pay Plan gross monthly installments.

Range T. This Range shall apply only to incumbents in classes in Bargaining Unit 3 and all supervisory and managerial classes directly tied to Bargaining Unit 3 other than teaching and vocational instruction classes used in support of institutional facility academic programs. The following formula shall be 9 12 Pay Plan:

Regular monthly salary times 9 divided by 12 equals 9 12 Pay Plan gross monthly installments.

Range 1. This Range shall apply only to incumbents in classes in Bargaining Unit 3 and all supervisory and managerial classes directly tied to Bargaining Unit 3 other than teaching and vocational instruction classes used in support of institutional facility academic programs. The following formula shall be used to determine the gross amount of the monthly installment under the 11 12 Pay Plan:

Regular monthly salary times 11 divided by 12 equals 11 12 Pay Plan gross monthly installments.

Prior to movement to another class in State service, an employee receiving compensation under Ranges B, F, or G shall first be allocated to the appropriate range without application of the conditions to Alternate Range Criteria 40.

When the requirements for the particular criteria are met, the employee shall receive a rate under the provisions of DPA Rule 599.681.

DEPARTMENT OF CORRECTIONS AND REHABILITATION, EDUCATIONAL AND VOCATIONAL PROGRAMS SALARY SCHEDULE

Range 7

This range shall apply to incumbents employed as Teachers, Vocational Instructors, Specialists, School Psychologists, or credentialed/in good standing Reentry Program Instructors at the California Department of Corrections and Rehabilitation only. Employees shall be compensated in accordance with the academic calendar schedule established by California Department of Corrections and Rehabilitation Education and Vocational Programs. See Section 8 Variable Compensation for the established rates for the respective location the incumbent is employed.

All employees hired in the DJJ Program prior to April 1, 2006 will be initially placed into the salary schedule, based upon current salary and qualifications,

and will move in range upon completion of 12 credits/units. Future advancement through the ranges on the salary schedule shall be based upon earning 12 units for each future range advancement, through Range E.

Employees shall be placed on the salary schedule first, by education above the Bachelors Degree, or for career-technical teachers, the equivalent of a Bachelors Degree (High School Diploma plus seven (7) years of college work and in trade work experience) and second, by years of full-time credentialed teaching experience.

For new employees hired in the California Department of Corrections and Rehabilitation Educational and Vocational Programs, outside qualifying experience in a full-time credentialed teaching position can be used to place the employee into the salary schedule up to a maximum of Step 10.

Acceptable credits will be limited to new semester (or equivalent quarter) credits earned in an accredited college or university, including credits for continuing education courses, if taken from an accredited college or university. In addition, vocational education teachers shall receive one (1) unit of semester credit for each forty-five (45) hours worked in industry in a position directly related to the teacher's vocational education instructional area. College credits, continuing education credits and any work credits from industry for vocational education teachers will be directly related to the employee's position and not be a repetition of previously acquired credits or work experience.

Continuing education units required for current professional license/certification and/or continuing education units or work experience directly related to course curriculum and/or professional development, that are offered by approved providers may be accepted for salary advancement with prior approval from an immediate supervisor.

For the purpose of salary advancement, employees may also receive both professional growth and salary advancement as long as there has been prior approval for such an action from an immediate supervisor or program director as follows:

Credits used for salary advancement shall be directly related to the field of instruction of the teacher or specialist seeking credit.

In lieu credit may be granted for engaging in projects and/or California Department of Corrections and Rehabilitation Educational and Vocational Programs approved workshops regarding the improvement of instruction and curriculum within the teacher's school or community at the rate of fifteen (15) hours equal one credit. No more than three (3) credits will be granted in one academic calendar year.